

When someone is experiencing domestic violence it shadows every aspect of his or her life, including the work environment.

What is Domestic Violence?

It is a pattern of coercive behavior used by one person to gain power and control over another. Domestic violence can include physical violence, sexual, emotional, verbal, and psychological abuse, stalking, and economic control.

Domestic violence affects people from every walk of life, and every economic or ethnic background. It involves victims and perpetrators of all ages and has a devastating effect not only on the victim, but on the children, friends, and family members who witness or are aware of the abuse.

If YOU are Experiencing Domestic Violence:

- Notify your supervisor and the human resources manager about your circumstances.
- Discuss options available to you, e.g. flexible scheduling, safety precautions, employee assistance benefits.
- Submit a recent photo of the perpetrator and a copy of any restraining orders to your safety manager in the event of a confrontation at work.
- Request that all information be treated with confidence to provide for your safety, including your working hours, location, and home and work phone numbers, addresses, and e-mail addresses.
- Contact your local crisis center for more information on safety planning.

NH Crisis Centers

Berlin, Colebrook, Lancaster: <i>RESPONSE to Sexual & Domestic Violence</i> Statewide Hotlines* (see below)	Lebanon: <i>Women's Information Service (WISE)</i> 1-866-348-WISE
Claremont, Newport: <i>Women's Supportive Services</i> 800-639-3130	Littleton, Woodsville: <i>Support Center at Burch House</i> 800-774-0544
Concord: <i>Rape & Domestic Violence Crisis Center</i> Statewide Hotlines* (see below)	Manchester/Derry: <i>YWCA Crisis Service</i> 603-668-2299
Conway, Ossipee: <i>Starting Point: Services for Victims of Domestic & Sexual Violence</i> 800-336-3795	Nashua/Milford: <i>Bridges: Domestic & Sexual Violence Support</i> 603-883-3044
Durham: <i>Sexual Harassment & Rape Prevention Program (SHARPP)</i> 1-866-233-SAFE (7233)	Plymouth: <i>Voices Against Violence</i> 603-536-1659
Keene/Peterborough: <i>Monadnock Center for Violence Prevention</i> 603-352-3782	Portsmouth, Rochester, Salem: <i>A Safe Place (domestic violence)</i> 1-800-854-3552
Laconia: <i>New Beginnings: A Women's Crisis Center</i> Statewide Hotlines* (see below)	Portsmouth, Rochester: <i>Sexual Assault Support Services</i> 1-888-747-7070

**For 24-hour assistance in New Hampshire, call our state-wide toll-free hotlines at:*
1-866-644-3574 for DOMESTIC VIOLENCE, or
1-800-277-5570 for SEXUAL ASSAULT
1-800-RELAY NH (1-800-735-2964/TTY/Voice)



Domestic Violence in the Workplace

What employers and coworkers of domestic violence victims should know

The Costs of Domestic Violence

The total health care costs of domestic violence are estimated in the hundreds of millions each year, much of which is paid for by the employer. Domestic Violence costs employers at least \$3 to \$5 billion dollars each year in lost days of work and reduced productivity.

Domestic violence in the workplace affects not only the person directly experiencing the abuse, but it can also have a profound effect on the personal and professional lives and productivity of co-workers.

And there is, of course, no way to put a price on the emotional, physical, and psychological pain a victim of domestic violence lives with 24 hours a day.

How Does Domestic Violence Impact the Workplace?

There are 30,000 to 40,000 incidents of domestic abuse in the workplace each year.

- 96 percent of employees who are victims of domestic violence report some type of workplace problem as a direct result of their abuse
- 60 percent are often late for work due to domestic violence
- 54 percent have missed at least 3 full days of work per month
- Work performance suffers for 70 percent
- 60 percent are reprimanded for diminished performance
- 30 percent are fired

Domestic Violence is Everyone's Problem and You CAN Help

Domestic violence is too often ignored or tolerated as a "private matter." Victims may feel isolated and humiliated and they may believe that the violence is somehow their fault. Such feelings can make it difficult for abused women and men to seek help to end the violence in their lives.

They may also feel they are trapped in a violent situation because of financial pressures, few housing options, concerns about providing for their children, and fear of reprisals from their abusive partners.

There are ways employers and co-workers of domestic violence victims can recognize the signs of domestic violence and offer effective help.

Intervention Tools

- Offer domestic violence awareness training to all employees.
- Enact policies regarding domestic violence as part of your Employee Assistance Program and your employee handbook.

Seventy-four percent of employed battered women report being harassed by their partners or husbands in the workplace, either in person, on the telephone, or through e-mail, faxes, and voice mail.

- Place informational posters and brochures throughout the workplace.
- Recognize that your staff may include victims of domestic violence or perpetrators. Be prepared to both refer victims to the support services they need and to refer batterers to intervention programs. Your local crisis center can help you find both.

If You are the Supervisor of an Employee Who is Experiencing Domestic Violence:

- Be aware of unusual absences or behavior and take note of bruises or emotional distress.
- Contact the human resources manager to discuss concerns, resources available, and ways to support the employee, e.g. safety planning, employee counseling, flexible scheduling, and security measures.
- Contact your local domestic violence crisis center for information on resources available to those experiencing domestic violence.
- Discuss who is appropriate to speak with the employee. Respect her/his wishes, privacy, and concerns.
- Provide your safety manager with a photo of the abuser and a copy of any restraining orders if available.
- Assist the employee in documenting all incidents with the batterer that occur in the workplace or elsewhere.
- Take action against domestic violence by encouraging your employees to volunteer for a local domestic violence program, by keeping a supply of posters and brochures prominently

Maintain confidentiality at all times and be sensitive to the seriousness of the situation.

displayed in the workplace, and by making it clear in company policies and publications that you will fully support employees experiencing domestic violence and have zero tolerance for abusers.

If You are the Co-worker of Someone Experiencing Domestic Violence:

- Express concern and a willingness to listen, be supportive, and respect his/her privacy.
- Offer support by listening. When an individual is ready, she/he will confide.
- If a co-worker confides in you, encourage communication with the human resources manager and a supervisor.
- Contact your local domestic violence crisis center for information on resources available to employees experiencing domestic violence.
- If you witness an incident at work, contact your safety manager and the police immediately. Make sure that the incident is documented.